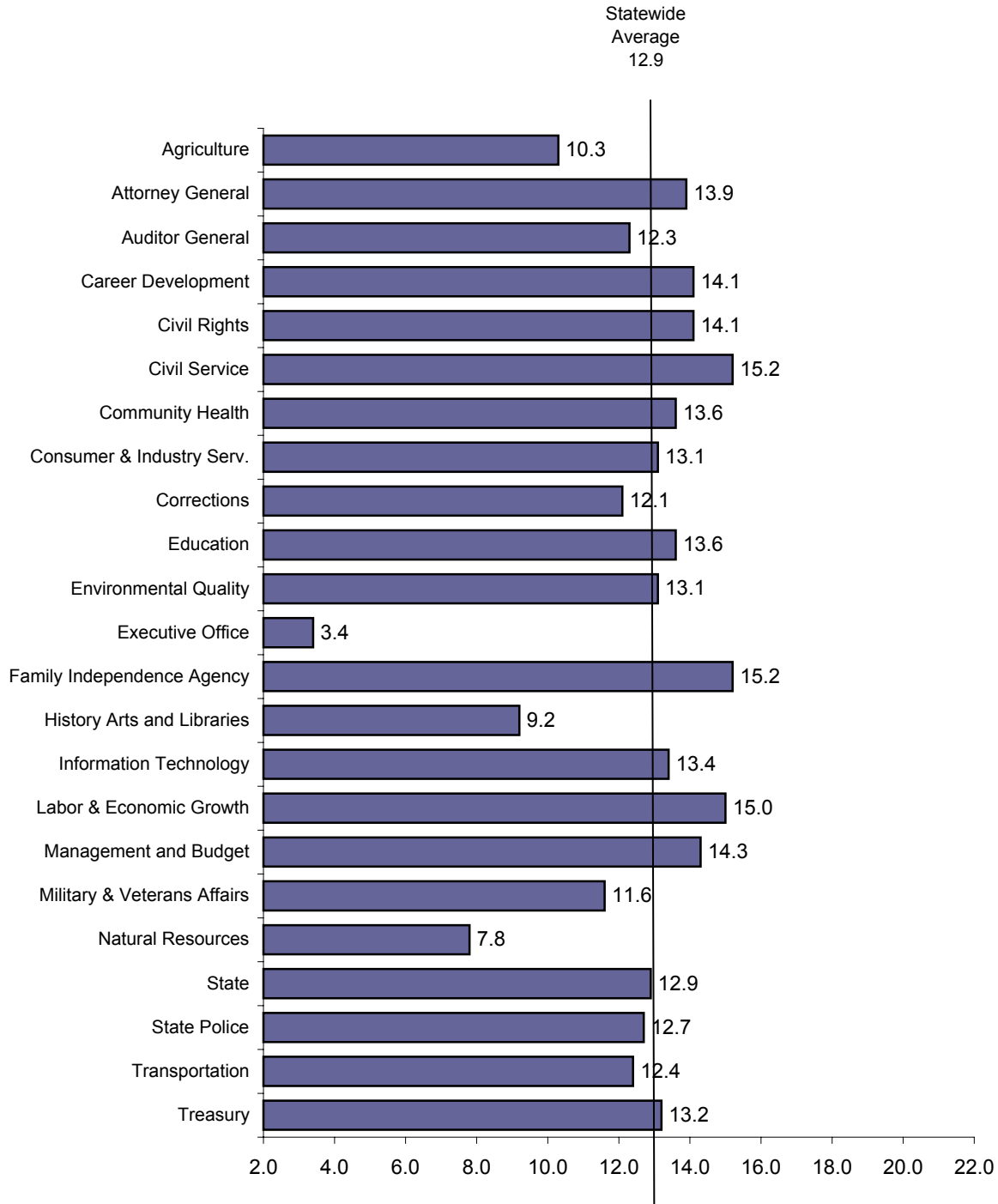


SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT**Fiscal Year 2003-04**

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Comment: MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 9-25-04.

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	155	131	7	6	3	1	3	4	1	3	2	1	171	146	3	0
6 - 10 YEARS	42	34	3	6	0	2	0	1	0	1	0	0	45	44	1	2
11- 15 YEARS	49	44	0	3	0	1	1	2	1	3	0	0	51	53	1	0
16 - 20 YEARS	33	28	1	4	0	0	0	0	0	0	0	0	34	32	3	2
21 - 25 YEARS	10	22	1	4	0	0	1	0	1	0	0	0	13	26	0	3
26 - 30 YEARS	30	20	2	1	0	0	1	1	0	0	0	0	33	22	1	3
31 - 35 YEARS	16	4	0	3	0	0	0	0	2	0	0	0	18	7	1	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	336	284	14	27	3	4	6	8	5	7	2	1	366	331	10	10
MORE THAN 10 YEARS	139	119	4	15	0	1	3	3	4	3	0	0	150	141	6	8
AVERAGE YEARS	10.3	9.9	9.6	15.1	2.0	8.3	10.8	8.6	21.6	7.7	1.0	2.0	10.3	10.2	14.1	21.0
DEPARTMENT AVERAGE YEARS				10.3												

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	39	74	11	15	0	0	0	3	0	1	0	0	50	93	0	0
6 - 10 YEARS	32	47	2	9	0	0	1	1	0	0	0	0	35	57	0	0
11- 15 YEARS	18	24	0	1	0	0	0	2	0	0	0	0	18	27	0	1
16 - 20 YEARS	33	35	4	6	0	0	0	2	1	0	0	0	38	43	1	2
21 - 25 YEARS	17	24	1	2	0	1	1	1	0	0	0	0	19	28	0	2
26 - 30 YEARS	42	26	3	3	0	0	1	0	0	0	0	0	46	29	2	1
31 - 35 YEARS	15	5	0	1	0	0	0	0	0	0	0	0	15	6	1	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	199	236	21	37	0	1	3	9	1	1	0	0	224	284	4	6
MORE THAN 10 YEARS	128	115	8	13	0	1	2	5	1	0	0	0	139	134	4	6
AVERAGE YEARS	16.7	12.4	10.2	10.2	0.0	25.0	20.3	11.3	16.0	5.0	0.0	0.0	16.1	12.1	26.8	21.3

DEPARTMENT AVERAGE YEARS **13.9**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	13	20	0	1	0	0	0	1	0	1	0	0	13	23	0	0
6 - 10 YEARS	16	26	1	2	0	0	0	0	0	0	0	0	17	28	0	0
11- 15 YEARS	4	10	0	1	0	0	0	0	0	0	0	0	4	11	0	0
16 - 20 YEARS	8	13	2	0	0	0	0	0	0	0	0	0	10	13	0	2
21 - 25 YEARS	7	5	0	0	0	0	0	0	0	0	0	0	7	5	0	1
26 - 30 YEARS	9	0	1	0	0	0	0	0	0	0	0	0	10	0	1	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	63	74	4	4	0	0	0	1	0	1	0	0	67	80	1	3
MORE THAN 10 YEARS	34	28	3	1	0	0	0	0	0	0	0	0	37	29	1	3
AVERAGE YEARS	15.7	9.7	17.0	7.8	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	15.8	9.4	30.0	19.3

DEPARTMENT AVERAGE YEARS **12.3**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	67	102	20	44	0	3	6	8	0	6	2	0	95	163	5	2
6 - 10 YEARS	35	58	12	25	1	0	2	4	1	2	0	0	51	89	7	2
11- 15 YEARS	40	45	7	16	0	0	3	5	0	1	0	0	50	67	13	5
16 - 20 YEARS	35	49	9	25	1	1	1	3	0	1	0	0	46	79	11	7
21 - 25 YEARS	20	35	6	16	0	1	1	4	0	0	0	0	27	56	7	2
26 - 30 YEARS	41	57	10	23	1	0	2	1	0	0	0	0	54	81	11	11
31 - 35 YEARS	13	12	4	11	0	0	0	1	0	0	0	0	17	24	4	2
36 - 40 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	2	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	256	361	69	160	3	5	15	26	1	10	2	0	346	562	60	31
MORE THAN 10 YEARS	154	201	37	91	2	2	7	14	0	2	0	0	200	310	48	27
AVERAGE YEARS	14.8	14.0	13.8	14.7	18.7	10.4	10.9	12.7	8.0	6.6	2.0	0.0	14.4	14.0	18.1	20.2

DEPARTMENT AVERAGE YEARS **14.1**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	7	13	7	16	0	0	0	4	0	2	0	0	14	35	0	0
6 - 10 YEARS	2	3	3	9	0	1	0	0	0	1	0	0	5	14	0	0
11- 15 YEARS	1	3	0	5	0	0	2	1	0	1	0	0	3	10	0	1
16 - 20 YEARS	1	2	2	4	0	0	0	0	0	0	0	0	3	6	0	0
21 - 25 YEARS	2	3	0	4	0	0	1	0	0	0	0	0	3	7	0	1
26 - 30 YEARS	3	4	1	5	0	0	2	2	0	0	0	0	6	11	0	0
31 - 35 YEARS	2	5	4	3	0	0	0	0	1	0	0	0	7	8	0	0
36 - 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	18	34	17	47	0	1	5	7	1	4	0	0	41	93	0	2
MORE THAN 10 YEARS	9	18	7	22	0	0	5	3	1	1	0	0	22	44	0	2
AVERAGE YEARS	14.8	15.3	14.1	13.2	0.0	7.0	22.6	11.3	32.0	4.8	0.0	0.0	15.9	13.4	0.0	18.5

DEPARTMENT AVERAGE YEARS **14.1**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	5	35	0	9	0	0	1	3	0	1	0	0	6	48	0	0
6 - 10 YEARS	3	22	1	2	0	1	0	0	0	0	0	0	4	25	0	1
11- 15 YEARS	5	17	0	0	0	1	0	0	0	3	0	0	5	21	0	0
16 - 20 YEARS	6	15	0	8	0	1	0	4	0	0	0	0	6	28	2	2
21 - 25 YEARS	3	8	2	6	0	0	0	1	0	0	0	0	5	15	0	0
26 - 30 YEARS	7	25	1	2	2	0	0	0	0	0	0	0	10	27	3	4
31 - 35 YEARS	5	5	1	1	0	0	0	0	0	0	0	0	6	6	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	34	128	5	28	2	3	1	8	0	4	0	0	42	171	5	7
MORE THAN 10 YEARS	26	71	4	17	2	2	0	5	0	3	0	0	32	98	5	6
AVERAGE YEARS	18.6	14.2	22.8	15.0	28.0	14.7	0.0	13.3	0.0	11.8	0.0	0.0	19.1	14.2	24.4	22.4

DEPARTMENT AVERAGE YEARS 15.2

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	367	680	113	219	4	5	14	14	15	24	5	8	518	950	2	3
6 - 10 YEARS	262	341	47	92	5	5	12	6	12	16	0	0	338	460	4	7
11- 15 YEARS	89	229	36	69	0	1	7	6	6	17	0	0	138	322	7	20
16 - 20 YEARS	156	291	41	112	2	4	8	17	11	19	0	0	218	443	29	22
21 - 25 YEARS	174	250	67	105	2	3	4	7	4	5	0	0	251	370	18	32
26 - 30 YEARS	216	288	50	60	1	6	5	10	7	6	0	0	279	370	22	24
31 - 35 YEARS	50	61	5	10	0	0	1	0	0	1	0	0	56	72	5	3
36 - 40 YEARS	7	7	1	3	0	0	0	1	0	0	0	0	8	11	1	2
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	1,321	2,147	360	671	14	24	51	61	55	88	5	8	1,806	2,999	88	113
MORE THAN 10 YEARS	692	1,126	200	360	5	14	25	41	28	48	0	0	950	1,589	82	103
AVERAGE YEARS	14.4	13.3	13.9	13.1	12.4	15.3	12.2	15.6	12.6	12.1	0.8	0.9	14.1	13.2	21.7	20.3

DEPARTMENT AVERAGE YEARS **13.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CONSUMER & INDUSTRY SERVICES																
LESS THAN 6 YEARS	216	389	61	254	0	4	12	27	7	12	1	5	297	691	2	2
6 - 10 YEARS	125	154	13	44	1	0	2	3	2	4	0	0	143	205	0	3
11- 15 YEARS	90	136	15	59	0	2	2	9	0	5	0	0	107	211	4	24
16 - 20 YEARS	114	161	34	69	0	5	8	13	5	4	0	0	161	252	14	19
21 - 25 YEARS	57	118	24	53	1	2	5	4	0	1	0	0	87	178	13	15
26 - 30 YEARS	100	176	23	82	0	3	1	5	2	3	0	0	126	269	16	29
31 - 35 YEARS	35	53	1	16	0	0	0	0	0	0	0	0	36	69	3	8
36 - 40 YEARS	5	6	1	2	0	0	0	1	0	0	0	0	6	9	1	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	743	1,193	172	579	2	16	30	62	16	29	1	5	964	1,884	53	101
MORE THAN 10 YEARS	402	650	98	281	1	12	16	32	7	13	0	0	524	988	51	96
AVERAGE YEARS	13.5	13.5	13.4	12.0	13.5	16.3	11.6	11.3	11.3	10.2	0.0	1.8	13.4	12.9	22.4	21.1

DEPARTMENT AVERAGE YEARS 13.1

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	2,062	1,030	255	332	32	15	40	41	14	3	27	14	2,430	1,435	8	1
6 - 10 YEARS	2,154	978	268	347	67	23	74	30	8	6	0	0	2,571	1,384	13	10
11- 15 YEARS	1,716	609	161	152	41	13	36	20	8	2	0	0	1,962	796	65	35
16 - 20 YEARS	2,563	725	360	352	74	15	52	19	6	4	0	0	3,055	1,115	180	61
21 - 25 YEARS	487	205	73	72	11	4	6	3	0	1	0	0	577	285	56	25
26 - 30 YEARS	489	199	51	49	8	1	6	4	0	0	0	0	554	253	52	12
31 - 35 YEARS	54	30	8	9	0	0	2	0	0	0	0	0	64	39	6	1
36 - 40 YEARS	3	2	1	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	9,528	3,778	1,178	1,313	233	71	216	117	36	16	27	14	11,218	5,309	380	145
MORE THAN 10 YEARS	5,312	1,770	655	634	134	33	102	46	14	7	0	0	6,217	2,490	359	134
AVERAGE YEARS	12.5	11.4	12.7	11.7	12.7	11.0	11.6	9.9	9.1	11.1	2.3	1.6	12.5	11.4	18.8	17.9

DEPARTMENT AVERAGE YEARS **12.1**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	34	80	2	4	0	0	0	1	0	0	0	0	36	85	0	0
6 - 10 YEARS	12	33	0	4	0	0	0	0	0	0	0	0	12	37	0	0
11- 15 YEARS	5	24	0	0	0	0	0	1	0	0	0	0	5	25	0	1
16 - 20 YEARS	4	29	0	4	0	0	1	2	0	1	0	0	5	36	0	1
21 - 25 YEARS	3	17	1	0	0	1	0	2	0	0	0	0	4	20	1	3
26 - 30 YEARS	13	42	0	5	0	0	0	0	0	0	0	0	13	47	2	3
31 - 35 YEARS	2	13	0	2	0	0	0	0	0	0	0	0	2	15	0	1
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	74	240	3	19	0	1	1	6	0	1	0	0	78	267	3	9
MORE THAN 10 YEARS	28	127	1	11	0	1	1	5	0	1	0	0	30	145	3	9
AVERAGE YEARS	11.4	13.9	10.3	16.3	0.0	24.0	19.0	17.3	0.0	18.0	0.0	0.0	11.5	14.2	27.0	24.2

DEPARTMENT AVERAGE YEARS **13.6**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	192	189	8	4	2	1	1	3	3	2	1	4	207	203	0	0
6 - 10 YEARS	83	88	2	7	0	0	1	1	3	5	0	0	89	101	0	1
11- 15 YEARS	179	121	3	8	0	1	4	4	8	4	0	0	194	138	6	6
16 - 20 YEARS	95	104	11	15	1	3	3	1	5	3	0	0	115	126	1	3
21 - 25 YEARS	64	50	5	6	0	0	0	2	3	0	0	0	72	58	6	4
26 - 30 YEARS	92	46	0	5	1	0	1	0	1	1	0	0	95	52	6	2
31 - 35 YEARS	27	12	0	1	0	0	1	0	1	0	0	0	29	13	0	0
36 - 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	734	612	29	46	4	5	11	11	24	15	1	4	803	693	20	16
MORE THAN 10 YEARS	459	335	19	35	2	4	9	7	18	8	0	0	507	389	20	15
AVERAGE YEARS	13.8	12.0	13.4	16.2	11.5	14.0	16.2	12.1	14.8	11.4	0.0	0.8	13.9	12.2	22.1	18.3

DEPARTMENT AVERAGE YEARS 13.1

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	7	22	3	6	0	0	0	2	0	0	0	0	10	30	0	0
6 - 10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	8	25	3	6	0	0	0	2	0	0	0	0	11	33	0	1
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1
AVERAGE YEARS	2.3	4.2	1.3	2.7	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	2.0	3.8	0.0	36.0

DEPARTMENT AVERAGE YEARS **3.4**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	308	1,162	96	666	3	6	24	76	3	12	0	1	434	1,923	0	7
6 - 10 YEARS	271	756	117	513	3	14	16	61	6	12	0	0	413	1,356	2	22
11- 15 YEARS	176	640	64	304	2	16	18	63	3	14	0	0	263	1,037	25	53
16 - 20 YEARS	178	470	69	242	2	7	20	54	3	2	0	0	272	775	22	41
21 - 25 YEARS	198	759	61	380	2	13	6	27	6	7	0	0	273	1,186	25	104
26 - 30 YEARS	350	756	42	441	2	5	6	12	2	2	0	0	402	1,216	35	77
31 - 35 YEARS	106	189	15	111	0	0	1	5	1	0	0	0	123	305	11	17
36 - 40 YEARS	15	21	1	10	1	1	1	0	0	0	0	0	18	32	2	3
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
DEPARTMENT TOTAL	1,603	4,753	466	2,668	15	62	92	298	24	49	0	1	2,200	7,831	122	325
MORE THAN 10 YEARS	1,024	2,835	253	1,489	9	42	52	161	15	25	0	0	1,353	4,552	120	296
AVERAGE YEARS	16.9	15.2	13.8	14.9	16.0	15.3	12.7	12.1	16.3	12.0	0.0	3.0	16.1	14.9	22.6	21.4

DEPARTMENT AVERAGE YEARS	15.2
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MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	55	72	1	2	1	0	1	1	2	1	8	14	68	90	0	0
6 - 10 YEARS	18	21	1	0	2	0	0	0	0	1	0	0	21	22	2	1
11- 15 YEARS	5	6	1	1	0	0	0	0	0	0	0	0	6	7	0	0
16 - 20 YEARS	9	22	0	0	1	1	0	2	0	0	0	0	10	25	4	1
21 - 25 YEARS	4	8	1	4	0	0	0	1	0	0	0	0	5	13	2	0
26 - 30 YEARS	13	11	0	0	0	0	1	0	0	0	0	0	14	11	0	1
31 - 35 YEARS	5	6	0	0	1	0	0	0	0	0	0	0	6	6	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	110	146	4	7	5	1	2	4	2	2	8	14	131	174	9	3
MORE THAN 10 YEARS	37	53	2	5	2	1	1	3	0	0	0	0	42	62	7	2
AVERAGE YEARS	9.8	9.5	10.3	15.3	13.8	19.0	15.0	14.8	0.0	5.0	0.3	0.1	9.3	9.1	18.1	16.0

DEPARTMENT AVERAGE YEARS **9.2**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	231	98	12	8	1	0	2	0	12	8	64	16	322	130	2	0
6 - 10 YEARS	253	89	13	14	0	0	8	4	13	6	0	0	287	113	2	5
11- 15 YEARS	85	77	6	9	1	1	2	5	4	3	1	0	99	95	6	8
16 - 20 YEARS	90	105	22	24	0	1	2	2	9	6	0	0	123	138	11	7
21 - 25 YEARS	45	59	8	16	1	0	2	3	1	4	0	0	57	82	7	2
26 - 30 YEARS	95	89	7	13	0	0	1	5	1	0	0	0	104	107	8	3
31 - 35 YEARS	40	27	3	1	1	0	2	1	0	1	0	0	46	30	4	1
36 - 40 YEARS	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	843	548	71	85	4	2	19	20	40	28	65	16	1,042	699	40	26
MORE THAN 10 YEARS	359	361	46	63	3	2	9	16	15	14	1	0	433	456	36	21
AVERAGE YEARS	12.5	15.8	15.3	17.0	18.0	14.0	14.3	19.0	10.0	12.6	0.8	0.4	11.9	15.6	21.0	17.2

DEPARTMENT AVERAGE YEARS **13.4**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC GROWTH																
LESS THAN 6 YEARS	4	12	3	4	1	0	0	0	0	0	0	0	8	16	0	2
6 - 10 YEARS	4	14	0	2	0	0	0	0	0	0	0	0	4	16	0	2
11- 15 YEARS	1	11	0	2	0	0	0	0	1	0	0	0	2	13	1	1
16 - 20 YEARS	3	6	1	2	0	0	0	0	0	0	0	0	4	8	2	2
21 - 25 YEARS	1	6	0	1	0	0	0	0	0	1	0	0	1	8	1	2
26 - 30 YEARS	8	1	0	1	0	0	0	0	0	0	0	0	8	2	2	0
31 - 35 YEARS	4	5	1	1	0	0	0	1	0	0	0	0	5	7	3	2
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	25	55	5	13	1	0	0	1	1	1	0	0	32	70	9	11
MORE THAN 10 YEARS	17	29	2	7	0	0	0	1	1	1	0	0	20	38	9	7
AVERAGE YEARS	19.6	13.2	11.6	13.6	2.0	0.0	0.0	32.0	15.0	24.0	0.0	0.0	17.6	13.7	26.0	15.9

DEPARTMENT AVERAGE YEARS **15.0**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	134	162	3	13	0	1	3	3	2	3	16	28	158	210	1	1
6 - 10 YEARS	92	98	10	10	0	1	0	2	1	1	0	0	103	112	2	1
11- 15 YEARS	56	53	8	6	0	0	4	2	2	0	0	0	70	61	4	3
16 - 20 YEARS	66	68	8	7	1	0	4	4	6	2	0	0	85	81	7	7
21 - 25 YEARS	49	64	6	7	0	0	2	1	0	1	0	0	57	73	6	8
26 - 30 YEARS	102	65	10	10	1	1	9	2	0	0	0	0	122	78	12	5
31 - 35 YEARS	35	20	4	3	1	0	5	3	1	0	0	0	46	26	5	1
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	539	531	49	56	3	3	27	17	12	7	16	28	646	642	38	26
MORE THAN 10 YEARS	313	271	36	33	3	1	24	12	9	3	0	0	385	320	35	24
AVERAGE YEARS	15.4	13.3	18.3	15.0	25.7	14.7	22.0	17.4	15.3	11.6	0.9	0.5	15.6	13.0	22.6	20.7

DEPARTMENT AVERAGE YEARS **14.3**

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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	117	128	15	51	0	0	3	5	1	4	1	0	137	188	0	1
6 - 10 YEARS	66	75	7	28	0	1	5	3	0	0	0	0	78	107	2	0
11- 15 YEARS	60	52	2	11	0	2	4	1	0	0	0	0	66	66	3	1
16 - 20 YEARS	38	62	8	11	1	2	0	2	0	1	0	0	47	78	5	3
21 - 25 YEARS	31	44	2	4	3	0	1	2	0	0	0	0	37	50	5	1
26 - 30 YEARS	25	40	2	6	2	0	0	1	0	0	0	0	29	47	2	2
31 - 35 YEARS	10	6	0	0	0	0	0	0	0	0	0	0	10	6	1	0
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	349	408	36	111	6	5	13	14	1	5	1	0	406	543	18	8
MORE THAN 10 YEARS	166	205	14	32	6	4	5	6	0	1	0	0	191	248	16	7
AVERAGE YEARS	11.6	12.5	10.3	8.7	24.2	14.8	9.5	11.6	4.0	7.0	2.0	0.0	11.6	11.7	19.6	19.3

DEPARTMENT AVERAGE YEARS 11.6

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	903	651	9	7	3	5	11	4	6	3	2	3	934	673	6	1
6 - 10 YEARS	251	92	8	4	2	1	1	2	3	1	0	0	265	100	1	1
11- 15 YEARS	151	73	6	7	2	1	4	3	0	1	0	0	163	85	3	2
16 - 20 YEARS	151	83	8	3	8	1	2	6	0	0	0	0	169	93	8	4
21 - 25 YEARS	76	42	4	4	0	0	0	0	1	1	0	0	81	47	1	1
26 - 30 YEARS	111	36	0	2	5	1	1	2	0	0	0	0	117	41	6	3
31 - 35 YEARS	57	8	0	1	0	0	1	0	0	0	0	0	58	9	4	2
36 - 40 YEARS	14	1	0	0	0	0	0	0	0	0	0	0	14	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,714	986	35	28	20	9	20	17	10	6	2	3	1,801	1,049	31	14
MORE THAN 10 YEARS	560	243	18	17	15	3	8	11	1	2	0	0	602	276	24	12
AVERAGE YEARS	8.7	5.9	11.4	12.8	16.4	8.0	8.5	12.4	5.4	8.2	0.0	0.0	8.8	6.2	18.9	19.7

DEPARTMENT AVERAGE YEARS 7.8

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT STATE	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LESS THAN 6 YEARS	75	350	16	98	2	2	5	25	0	4	2	19	100	498	1	2
6 - 10 YEARS	28	170	7	46	0	10	1	6	2	3	0	0	38	235	1	4
11- 15 YEARS	23	131	1	45	1	2	1	17	2	1	0	0	28	196	3	24
16 - 20 YEARS	30	164	10	78	1	2	3	8	2	5	0	0	46	257	3	32
21 - 25 YEARS	21	132	7	42	0	0	0	8	0	3	0	0	28	185	2	14
26 - 30 YEARS	52	94	4	24	0	1	2	8	0	0	0	0	58	127	9	9
31 - 35 YEARS	14	32	0	2	0	0	0	0	0	0	0	0	14	34	2	1
36 - 40 YEARS	1	10	0	1	0	0	0	0	0	0	0	0	1	11	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	244	1,084	45	336	4	17	12	72	6	16	2	19	313	1,544	21	88
MORE THAN 10 YEARS	141	564	22	192	2	5	6	41	4	9	0	0	175	811	19	82
AVERAGE YEARS	15.0	12.8	12.5	12.8	9.3	10.2	11.8	12.0	12.7	12.8	1.0	0.2	14.3	12.6	22.5	18.4

DEPARTMENT AVERAGE YEARS **12.9**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	391	166	8	9	2	1	4	3	0	2	1	0	406	181	0	0
6 - 10 YEARS	559	143	36	11	15	0	15	0	5	1	0	0	630	155	2	0
11- 15 YEARS	257	85	26	8	7	0	9	1	2	1	0	0	301	95	3	2
16 - 20 YEARS	258	128	53	17	7	1	21	4	1	1	0	0	340	151	5	4
21 - 25 YEARS	105	38	22	5	0	1	6	4	0	1	0	0	133	49	3	2
26 - 30 YEARS	104	63	12	8	1	3	3	2	0	0	0	0	120	76	1	1
31 - 35 YEARS	34	13	3	0	0	0	2	0	0	0	0	0	39	13	1	0
36 - 40 YEARS	6	2	1	0	0	0	0	0	0	0	0	0	7	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,714	638	161	58	32	6	60	14	8	6	1	0	1,976	722	15	9
MORE THAN 10 YEARS	764	329	117	38	15	5	41	11	3	3	0	0	940	386	13	9
AVERAGE YEARS	12.1	12.7	16.4	14.7	12.3	20.5	15.7	17.3	10.8	12.2	0.0	0.0	12.5	13.0	19.1	19.7

DEPARTMENT AVERAGE YEARS **12.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	686	267	37	36	6	2	4	7	18	6	0	2	751	320	2	0
6 - 10 YEARS	255	88	13	9	6	3	5	1	4	6	0	0	283	107	2	1
11- 15 YEARS	281	119	24	10	2	2	6	0	5	0	0	0	318	131	11	6
16 - 20 YEARS	285	104	33	20	8	2	13	6	3	3	0	0	342	135	23	10
21 - 25 YEARS	103	83	16	11	4	2	8	2	3	0	0	0	134	98	8	13
26 - 30 YEARS	140	68	19	16	8	0	11	2	2	0	0	0	180	86	18	9
31 - 35 YEARS	71	17	5	7	1	0	3	0	2	0	0	0	82	24	9	4
36 - 40 YEARS	37	5	0	0	0	0	0	0	4	0	0	0	41	5	6	0
MORE THAN 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
DEPARTMENT TOTAL	1,862	751	147	109	35	11	50	18	41	15	0	2	2,135	906	81	43
MORE THAN 10 YEARS	921	396	97	64	23	6	41	10	19	3	0	0	1,101	479	77	42
AVERAGE YEARS	12.0	12.3	14.7	14.2	16.6	12.5	19.5	12.3	13.1	6.5	0.0	0.5	12.5	12.4	23.5	22.2
DEPARTMENT AVERAGE YEARS	12.4															

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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	162	244	17	52	1	2	4	7	11	12	2	1	197	318	0	3
6 - 10 YEARS	64	132	9	26	0	1	2	3	1	4	0	0	76	166	1	2
11- 15 YEARS	44	60	7	22	0	2	2	7	3	0	0	0	56	91	6	8
16 - 20 YEARS	42	96	25	36	0	0	4	14	5	1	0	0	76	147	7	5
21 - 25 YEARS	15	89	6	29	1	1	3	8	1	0	0	0	26	127	1	7
26 - 30 YEARS	49	112	10	22	0	1	3	1	0	0	0	0	62	136	9	10
31 - 35 YEARS	30	31	4	2	0	0	2	0	1	0	0	0	37	33	6	1
36 - 40 YEARS	6	4	1	0	0	1	0	0	0	0	0	0	7	5	2	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	413	768	79	189	2	8	20	40	22	17	2	1	538	1,023	32	37
MORE THAN 10 YEARS	187	392	53	111	1	5	14	30	10	1	0	0	265	539	31	32
AVERAGE YEARS	12.3	13.6	15.4	13.8	12.0	15.8	16.7	14.8	9.3	3.4	2.0	1.0	12.8	13.5	23.8	19.7

DEPARTMENT AVERAGE YEARS 13.2

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 25, 2004

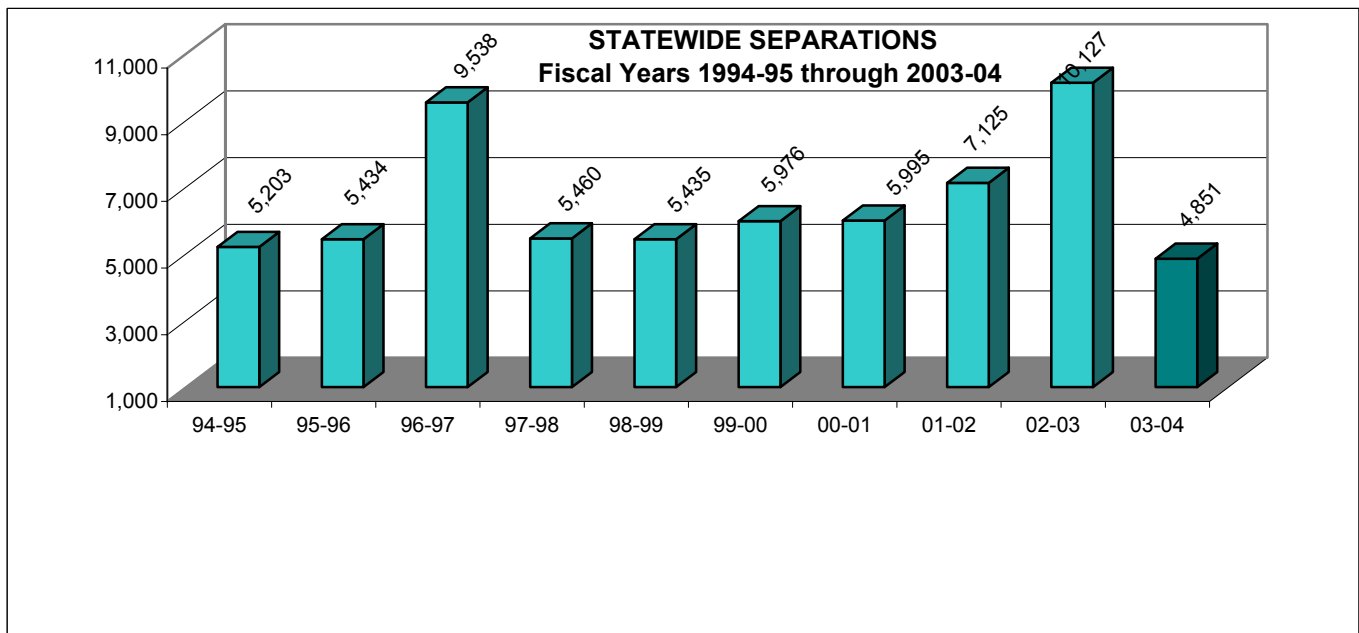
HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,230	6,077	704	1,856	61	48	138	242	95	110	134	116	7,362	8,449	32	25
6 - 10 YEARS	4,628	3,463	573	1,210	102	63	145	128	61	70	0	0	5,509	4,934	42	65
11- 15 YEARS	3,335	2,569	367	739	56	45	105	149	45	56	1	0	3,909	3,558	161	201
16 - 20 YEARS	4,198	2,760	701	1,039	107	46	142	163	57	53	0	0	5,205	4,061	338	237
21 - 25 YEARS	1,492	2,062	313	771	25	29	47	80	20	25	0	0	1,897	2,967	162	242
26 - 30 YEARS	2,091	2,218	248	778	32	22	56	58	15	12	0	0	2,442	3,088	218	209
31 - 35 YEARS	630	554	58	185	4	0	20	11	9	2	0	0	721	752	67	44
36 - 40 YEARS	117	75	6	17	1	2	1	2	4	0	0	0	129	96	18	9
MORE THAN 40 YEARS	9	2	3	2	0	0	0	0	0	0	0	0	12	4	2	2
STATEWIDE TOTAL	22,730	19,780	2,973	6,597	388	255	654	833	306	328	135	116	27,186	27,909	1,040	1,034
MORE THAN 10 YEARS	11,872	10,240	1,696	3,531	225	144	371	463	150	148	1	0	14,315	14,526	966	944
AVERAGE YEARS	12.7	12.9	13.6	13.5	13.6	13.4	13.5	12.5	12.0	10.7	1.1	0.6	12.8	13.0	20.7	20.2
STATEWIDE AVERAGE YEARS	12.9															

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2003-04

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	83	1.7%
Dismissal	232	4.8%
Expired Appointment	1,118	23.0%
Total Involuntary Separations	1,433	29.5%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	1,635	33.7%
Layoff/Leave of Absence Rights Expired	273	5.6%
Waived Rights Leave of Absence	242	5.0%
Settlement	2	0.0%
Total Voluntary Separations	2,152	44.4%
<i>RETIREMENT</i>		
Retirement	615	12.7%
Early Retirement	39	0.8%
Disability Retirement	159	3.3%
Deferred Retirement	153	3.2%
Total Retirements	966	19.9%
<i>UNDEFINED SEPARATIONS</i>	300	6.2%
TOTAL SEPARATIONS	4,851	100.0%



Source: MAIN MIDB Civil Service HWF10 for each fiscal year.

Comments: Statewide separations decreased 52 percent from fiscal year 2002-03 to 2003-04. In fiscal years 1996-97 and 2001-02 and 2002-03, spikes in employee separations are directly related to early out retirement programs offered during those years.

NEW HIRES, RETURNS, AND SEPARATIONS BY HRS DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-28-2003 TO PAY PERIOD ENDING SEP-25-2004

HRS DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	61	23	0	0	84	75	0	0	2	0	77	7
ATTORNEY GENERAL	63	0	1	0	64	36	0	0	0	0	36	28
AUDITOR GENERAL	0	5	0	0	5	10	0	0	0	0	10	-5
CAREER DEVELOPMENT	50	4	0	1	55	41	0	0	4	0	45	10
CIVIL RIGHTS	9	3	1	1	14	15	1	0	1	0	17	-3
CIVIL SERVICE	1	1	0	0	2	10	0	0	0	0	10	-8
COMMUNITY HEALTH	290	38	18	3	349	515	0	3	31	1	550	-201
CONSUMER & INDUSTRY SERVICES	151	57	5	0	213	173	1	2	4	1	181	32
CORRECTIONS	168	10	34	2	214	910	0	3	36	5	954	-740
EDUCATION	39	0	0	0	39	20	0	0	0	0	20	19
ENVIRONMENTAL QUALITY	87	53	0	0	140	79	0	0	3	0	82	58
EXECUTIVE OFFICE	6	4	0	0	10	7	0	0	0	0	7	3
FAMILY INDEPENDENCE AGENCY	106	1	35	1	143	446	2	1	84	4	537	-394
HISTORY ARTS AND LIBRARIES	15	51	15	0	81	39	0	0	2	0	41	40
INFORMATION TECHNOLOGY	85	30	0	0	115	91	0	2	3	0	96	19
LABOR & ECONOMIC GROWTH	6	0	0	0	6	4	0	0	0	0	4	2
MANAGEMENT & BUDGET	31	30	0	0	61	78	0	0	2	0	80	-19
MILITARY AFFAIRS	38	25	1	0	64	75	2	0	6	0	83	-19
NATURAL RESOURCES	67	1076	261	0	1404	738	7	0	3	1	749	655
STATE	20	86	7	0	113	132	0	0	4	0	136	-23
STATE POLICE	106	1	2	0	109	138	0	0	1	0	139	-30
TRANSPORTATION	164	177	29	0	370	288	0	0	8	0	296	74
TREASURY	148	37	4	1	190	106	0	1	8	0	115	75
STATEWIDE TOTALS	1,711	1,712	413	9	3,845	4,026	13	12	202	12	4,265	-420

NOTE: This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
 REPORT SEQUENCE: HRS_DEPT_CD_DESC
 TABLES USED: HRM_APPT_DEPART

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2004**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	64,456	*	*
1978-79	68,105	8,483	12.5%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2004**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,366	7.0%
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%

* Turnover Figures for 1977-78 are not available.

Note: Turnover separations include all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Because of coding changes that occurred with implementation of PPRISM, starting in fiscal year 1986-87 waived rights leaves of absence are counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Comments: Of the 3,733 turnover separations during fiscal year 2003-04, 1,635 (44%) were resignations.

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Table 3-5

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Agriculture					
1999-00	657	23	3.5%	108	16.4%
2000-01	697	29	4.2%	226	32.4%
2001-02	702	42	6.0%	104	14.8%
2002-03	635	110	17.3%	124	19.5%
2003-04	687	87	12.7%	91	13.2%
Attorney General					
1999-00	559	20	3.6%	20	3.6%
2000-01	558	36	6.5%	36	6.5%
2001-02	538	32	6.0%	32	6.0%
2002-03	474	54	11.4%	54	11.4%
2003-04	489	36	7.4%	36	7.4%
Auditor General					
1990-00	174	13	7.5%	13	7.5%
2000-01	179	10	5.6%	10	5.6%
2001-02	176	8	4.6%	8	4.6%
2002-03	157	13	8.3%	13	8.3%
2003-04	150	10	6.7%	10	6.7%
Career Development					
1999-00	1,055	72	6.8%	77	7.3%
2000-01	1,088	118	10.8%	118	10.8%
2001-02	1,079	88	8.2%	91	8.4%
2002-03	911	167	18.3%	169	18.6%
2003-04	901	46	5.1%	47	5.2%
CIS - Unemployment Agency					
1999-00	1,192	92	7.7%	93	7.8%
2000-01 ¹	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
2003-04	--	--	--	--	--
Civil Rights					
1999-00	160	15	9.4%	17	10.6%
2000-01	166	19	11.4%	22	13.3%
2001-02	164	14	8.5%	17	10.4%
2002-03	135	42	31.1%	42	31.1%
2003-04	133	13	9.8%	15	11.3%
Civil Service					
1999-00	206	16	7.8%	17	8.3%
2000-01	206	11	5.3%	12	5.8%
2001-02	200	20	10.0%	25	12.5%
2002-03	176	23	13.1%	26	14.8%
2003-04	189	8	4.2%	10	5.3%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Community Health					
1999-00	5,914	533	9.0%	555	9.4%
2000-01	5,838	517	8.9%	673	11.5%
2001-02	5,370	847	15.8%	864	16.1%
2002-03	4,465	970	21.7%	992	22.2%
2003-04	4,576	505	11.0%	548	12.0%
Consumer and Industry Services					
1999-00	2,651	160	6.0%	171	6.5%
2000-01	3,823	207	5.4%	239	6.3%
2001-02	3,735	470	12.6%	476	12.7%
2002-03	3,186	806	25.3%	815	25.6%
2003-04	3,170	190	6.0%	192	6.1%
Corrections					
1999-00	17,652	1,150	6.5%	1,187	6.7%
2000-01	18,296	1,114	6.1%	1,135	6.2%
2001-02	17,821	1,180	6.6%	1,191	6.7%
2002-03	17,222	1,284	7.5%	1,297	7.5%
2003-04	16,781	919	5.5%	921	5.5%
Education					
1999-00	403	30	7.4%	31	7.7%
2000-01	396	41	10.4%	51	12.9%
2001-02	393	48	12.2%	50	12.7%
2002-03	298	68	22.8%	71	23.8%
2003-04	324	21	6.5%	23	7.1%
Environmental Quality					
1999-00	1,605	94	5.9%	100	6.2%
2000-01	1,617	82	5.1%	89	5.5%
2001-02	1,567	100	6.4%	101	6.4%
2002-03	1,370	141	10.3%	143	10.4%
2003-04	1,444	80	5.5%	82	5.7%
Executive Office					
1999-00	65	15	23.1%	15	23.1%
2000-01	67	12	17.9%	12	17.9%
2001-02	58	10	17.2%	11	18.9%
2002-03	51	19	37.3%	20	39.2%
2003-04	49	7	14.3%	7	14.3%
Family Independence Agency					
1999-00	13,254	670	5.1%	835	6.3%
2000-01	13,139	558	4.2%	614	4.7%
2001-02	12,554	1,450	11.6%	1,524	12.1%
2002-03	10,303	2,246	21.8%	2,270	22.0%
2003-04	10,104	461	4.6%	482	4.8%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
History Arts and Libraries					
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02 ²	295	31	10.5%	49	16.6%
2002-03	287	48	16.7%	76	26.5%
2003-04	272	43	15.8%	53	19.5%
Information Technology					
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	1,730	242	14.0%	251	14.5%
2003-04	1,721	86	5.0%	98	5.7%
Labor and Economic Growth					
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
2002-03	--	--	--	--	--
2003-04 ³	55	4	7.3%	4	7.3%
Management and Budget					
1999-00	1,936	154	8.0%	193	10.0%
2000-01	1,931	135	7.0%	144	7.5%
2001-02	1,851	207	11.2%	214	11.6%
2002-03	1,306	189	14.5%	195	14.9%
2003-04	1,277	68	5.3%	84	6.6%
Military and Veterans Affairs					
1999-00	987	84	8.5%	102	10.3%
2000-01	970	85	8.8%	125	12.9%
2001-02	962	94	9.8%	101	10.5%
2002-03	919	131	14.3%	138	15.0%
2003-04	943	52	5.5%	75	8.0%
Natural Resources					
1999-00	2,506	866	34.6%	1,240	49.5%
2000-01	2,509	723	28.8%	1,301	51.9%
2001-02	2,446	661	27.0%	1,009	41.3%
2002-03	2,265	923	40.8%	1,617	71.4%
2003-04	2,327	550	23.6%	1,313	56.4%
State					
1999-00	2,257	145	6.4%	244	10.8%
2000-01	2,267	152	6.7%	185	8.2%
2001-02	2,095	212	10.1%	274	13.1%
2002-03	1,836	260	14.2%	303	16.5%
2003-04	1,852	105	5.7%	140	7.6%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1999-00 Through 2003-04

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
State Police					
1999-00	3,190	192	6.0%	195	6.1%
2000-01	3,240	159	4.9%	164	5.1%
2001-02	3,164	177	5.6%	182	5.8%
2002-03	2,800	293	10.5%	296	10.6%
2003-04	2,661	150	5.6%	151	5.7%
Transportation					
1999-00	3,244	213	6.6%	455	14.0%
2000-01	3,253	194	6.0%	552	17.0%
2001-02	3,185	320	10.0%	449	14.1%
2002-03	2,826	574	20.3%	772	27.3%
2003-04	2,956	203	6.9%	346	11.7%
Treasury					
1999-00	1,826	136	7.4%	308	16.9%
2000-01	1,817	132	7.3%	287	15.8%
2001-02	1,793	203	11.3%	353	19.7%
2002-03	1,514	242	16.0%	443	29.3%
2003-04	1,512	83	5.5%	117	7.7%
Statewide Total					
1999-00	61,493	4,693	7.6%	5,976	9.7%
2000-01	62,057	4,334	7.0%	5,995	9.7%
2001-02	60,147	6,214	10.3%	7,125	11.8%
2002-03	54,866	8,845	16.1%	10,127	18.5%
2003-04	54,573	3,733	6.8%	4,851	8.9%

¹ Unemployment Agency figures were combined with Consumer and Industry Services.

² The Department of History Arts and Libraries was created by Act 63 of 2001.

³ The Department of Consumer and Industry Services was renamed Department of Labor & Economic Growth by Executive Order 2003-18.

Note: Turnover rates have traditionally included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1999-00 columns were added to also give a turnover rate for separations including expired appointments. This is because of increasing use of limited term employees where the expectation may be to refill a position after separation. Turnover rates are calculated by dividing the number of separations during the fiscal year by the average number of classified employees during the fiscal year. An adjustment of 6 departures has been added to both separations total columns for 6 final departures from Biologic Products Institute no longer listed on this report. MBPI was sold to the provide firm "BioPort" in September 1998.

Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.